

POLICY OR PRECEDENT**(XVIII Abn Corps and Ft Bragg Memo 25-50)**

1. SUBJECT Command Policy Statement -Military Equal Opportunity (EO) and Civilian Equal Employment Opportunity (EEO)		2. MASTER POLICY NO. 108																									
3. ORIGINATOR AFZA-EO	4. PHONE NUMBER 396-2123	5. DATE ESTABLISHED 25 September 2006																									
6. SYNOPSIS: (if more space is needed, use reverse side.) 1. The XVIII Airborne Corps supports the Army's Equal Opportunity (EO) and Equal Employment Opportunity (EEO) Program. War fighting is the XVIII Airborne Corps' mission. It is expected that commanders, managers, and supervisors promote a climate of dignity, respect, and equality of opportunity and employment for our Soldiers, family members, and Department of the Army civilians. Every Soldier and civilian will be evaluated on fitness and merit, without regard to race, color, gender, religion, or national origin. Our civilians will further be evaluated without regard to age or disability. Army values are our cornerstone to readiness. 2. Commanders are the EO and EEO officers for their commands and are ultimately held accountable. However, the success of these programs are every individual's responsibility. Soldiers and family members are encouraged to file a complaint, seek assistance, and/or cooperate with an investigating officer when resolving equal opportunity matters. Civilian employees are encouraged to contact the EEO office to address perceived or actual incidents of discrimination. Agencies are available to assist Soldiers with their complaints. Complainants may contact their chain of command, EO Advisors, Inspector General, Chaplain, Provost Marshal, Medical Agency, Staff Judge Advocate, and the Housing Referral Office for assistance in handling any EO complaints. Reprisal against those exercising their EO and EEO rights will not be tolerated by this command. 3. Commanders, managers, and supervisors are expected to use all authority and skill available to ensure equality in opportunity and employment for our Soldiers, civilians, and family members. Commanders will brief their climate assessment and EO training plans and goals at quarterly training briefs (QTB). Company commanders (company-level equivalents) will conduct climate surveys within the first 90 days of assuming command and annually thereafter. Commanders above company level are encouraged to conduct climate surveys. Commanders should coordinate this assessment with their brigade Equal Opportunity Advisor (EOA) using the survey developed by HQDA, DAPE-HR and ARI. Leaders/managers will develop an action plan for any areas of concern, using assistance from their unit's EOA. Leaders will conduct sensing sessions and provide feedback.																											
7. TYPE POLICY <input type="checkbox"/> NEW <input checked="" type="checkbox"/> CHANGE <input type="checkbox"/> REVOCATION		8. IDENTIFY POLICY AFFECTED This policy supersedes Master Policy Number 24 dated 16 December 2003 9. LAST REVIEWED <table border="1"><thead><tr><th>DATE</th><th>REVIEWING OFFICER</th><th>ORGANIZATION</th><th>INITIALS</th></tr></thead><tbody><tr><td> </td><td> </td><td> </td><td> </td></tr><tr><td> </td><td> </td><td> </td><td> </td></tr><tr><td> </td><td> </td><td> </td><td> </td></tr><tr><td> </td><td> </td><td> </td><td> </td></tr><tr><td> </td><td> </td><td> </td><td> </td></tr></tbody></table> 10. APPROVED: //original signed// JOHN R. VINES, Lieutenant General, USA, Commanding		DATE	REVIEWING OFFICER	ORGANIZATION	INITIALS																				
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11. DIRECTIVE ON WHICH BASED (Show date, subject, and origin.) AR 600-20, Army Command Policy dated 07 June 2006																											
12. DISTRIBUTION C, D, E		13. DATE PUBLISHED 06 October 2006																									